

This brochure provides general guidelines to Missouri's prevailing wage law. For more information or assistance, contact the Missouri Division of Labor Standards.

**U.S. Department of Labor
Wage & Hour**

Kansas City 913-551-5721
St. Louis 314-539-2706

**Bureau of Apprenticeship
and Training**

Kansas City 816-426-5389
St. Louis 314-539-2522
Springfield 417-883-6186

OSHA

Kansas City 800-892-2674
St. Louis 800-392-7743

**MISSOURI
DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS**

Division of Labor Standards
573-751-3403

E-mail: laborstandards@dolir.mo.gov

www.dolir.mo.gov/lr

**Missouri Commission
on Human Rights**
573-751-3325

Workers' Compensation Fraud
573-526-6630

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**MISSOURI
PREVAILING
WAGE LAW**



**Guide For Employees on
Missouri Public Works
Construction Projects**



- 1.** You must be paid at least the correct prevailing wage rate for the type of work performed regardless of your skill level.
- 2.** The prevailing wage rates must be posted on the project for you to see.
- 3.** You must be paid the total prevailing wage for all hours worked on the project site. The total prevailing wage rate equals the basic hourly rate plus fringe benefits.
- 4.** Your employer may take credit

for the hourly cost of fringe benefits provided to you such as health insurance, pension plans, vacation, and training programs.

- 5.** If your employer does not offer fringe benefits, you should receive the full fringe benefit amount in cash or on your paycheck.
- 6.** Pay for travel, mileage, meals or other expenses are not fringe benefits. They cannot be considered part of the prevailing wage rate.
- 7.** Your employer cannot deduct for loss, theft, debts, damage, etc.

without your permission.

- 8.** An apprentice may work at less than the prevailing wage rate. They must be individually registered with the Bureau of Apprenticeship and Training (BAT). They may not be employed on the project over the allowed ratio in the BAT standards. If these conditions are not met, the apprentice must receive the full prevailing wage rate of pay.
- 9.** Make sure you are receiving the proper prevailing wage rate for the type of work you perform. Fill

out your time cards daily. The time cards should include the number of hours worked in each occupational title (classification), the type of duties performed or equipment operated, the time you started and ended work. Keep a personal time record.

- 10.** If you have not been paid the correct wages, contact the Division to file a complaint. You also have the right to sue for double the amount owed you plus your attorney's fees.

